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# *all* **VOLUNTEER**

The Army's recruiting and retention professional magazine since 1919

**MARCH 1984**

*Regular Army  
Recruiter*

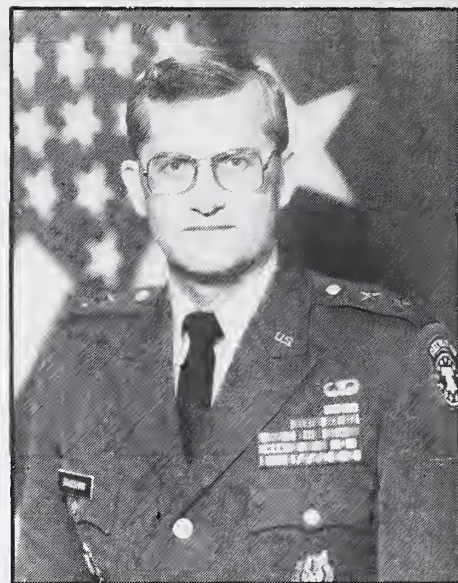
*Best  
of the  
'83 Year*

*GS Recruiting  
Specialist*

*Army Reserve  
Recruiter*

# Commander's Notes

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Last year, Secretary of the Army John O. Marsh, Jr., proclaimed "1983-An Army of Excellence." He charged the Total Army to support the theme, and USAREC responded to the challenge. Fiscal Year 1983 was the best recruiting year since the end of the draft 10 years ago. While greater numbers enlisted in previous years, never have so many highly qualified men and women decided to Be All They Could Be.

This month's *all VOLUNTEER* profiles those members of the Army recruiting team who have been declared the "most valuable player," or "MVP." The "Best of the Year—83" features USAREC's MVPs in eight categories and the end of the year "Top 56 Club."

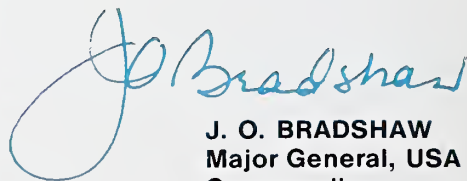
As with all great teams, it is the combined efforts and comradeship of everyone involved in recruiting that bring success. The Command would surely fail if it were not for the 12,000-plus military and civilian teammates who help these MVPs.

Success in this or any other year starts at the "grass-roots"

level. To become "the best" within the Command, you must first be the best at your Recruiting Station and Company; best in the Battalion and Brigade; or best at the Support Center or Headquarters. Sustained excellence is essential.

While my congratulations and special thanks go to those featured for a truly successful 1983, my thoughts are also with the thousands of others who comprise the Recruiting team. Though not specifically identified in the following pages, I know that you too Provided The Strength and helped ensure an "Army of Excellence."

I am confident that our efforts for 1984 will Provide The Strength to sustain the "Army of Excellence."



J. O. BRADSHAW  
Major General, USA  
Commanding

'1984 — the Army Family'





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**VOLUME 36**

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## FEATURES

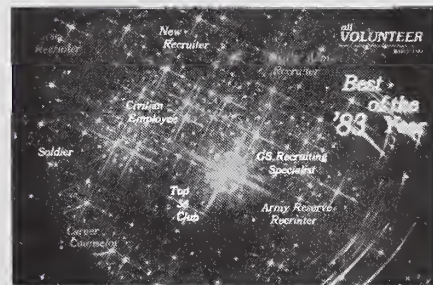
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## ABOUT THE COVER

*The graphic design was created and photographed by Staff Sgt. Jerry Simons.*





## Battle dress refinements

**WASHINGTON**— For all their growing pains during the past two years, the evolving versions of the military services' battle dress uniforms (BDU) offer American forces as much as modern science and technology can produce.

That is the view of the Army logistics officials charged with the research, development and field-testing efforts to perfect this clothing system.

In a Pentagon press conference, Brig. Gen. J. D. Ross of the Army's Office of the Deputy Chief of Staff for Logistics, emphasized the Army's satisfaction with the basic concept and function of the uniform. He also noted several refinements programmed for adoption during this year.

Beginning with BDU deliveries in 1984, the coat sleeves have been widened and lengthened, trousers have

been lengthened and the crotch area has been modified to provide more room. These changes were designed to improve the comfort and fit of the BDU.

Modifications have been developed which are being evaluated on an expedited basis this year. The nine modifications are:

- A smaller collar to improve the appearance.
- Slanted breast pockets to provide improved accessibility when load bearing equipment (LBE) is worn.
- The bellows on the breast pockets have been moved to the outside to improve comfort and appearance.
- More room in the underarm area to improve fit and comfort.
- The second button on the coat moved up one inch and the third and fourth buttons spaced appropriately

to improve appearance.

- The coat length increased three-fourths inch to improve cargo pocket accessibility when LBE is worn.

- Tabs at the waist to allow take-up of 1½ inches on each side of the coat.

- The forward button of the trouser cargo pocket moved one inch to the rear to provide easier accessibility.

- Removal of the seat patch on the trousers to provide better comfort.

In responding to reports about the current BDU version's heat-retention problem in tropical areas, the general explained that a lightweight, all-cotton version is now in the evaluation stage.

If the "hot weather" and "modified" BDU are approved after evaluation, both of the uniforms should be available to all users, regular and reserve, by mid-1985 according to officials.

## When people vote, people listen

*The above headline represents the winning entry in the Department of Defense Voting Slogan Contest. It was submitted by Air Force Capt. Mel Waters. His slogan was chosen as the best of more than 5,000 entries.*

**WASHINGTON** — The 1984 Presidential election year began last month with the New Hampshire primary on Feb. 28. There are 31 Presidential primary elections within the next four months.

Soldiers and qualified family members may cast their vote through the Federal Post Card Application (FPCA), a form that allows absentee voters to participate in elections.

During this election year, caucuses will be conducted within the political parties to select delegates to the national conventions where the Presidential candidates are chosen. Primaries allow voters to express their preferences as to who should be a party's candidate or to select delegates to the national conventions.

Primaries scheduled in March are: Vermont, Mar. 6;

Alabama, Mar. 13; Alaska, Mar. 13; Florida, Mar. 13; Georgia, Mar. 13; Massachusetts, Mar. 13; Rhode Island, Mar. 13; Puerto Rico, Mar. 18; Illinois, Mar. 20, and Connecticut, Mar. 27.

April elections are: Wisconsin, Apr. 3; New York, Apr. 3, and Pennsylvania, Apr. 10.

Primaries slated for May are: Washington, D.C., May 1; Tennessee, May 1; Texas, May 5; Indiana, May 8; Maryland, May 8; North Carolina, May 8; Ohio, May 8; Nebraska, May 15; Oregon, May 15, and Idaho, May 22.

June primaries are: California, June 5; Montana, June 5; New York, June 5; New Mexico, June 5; South Dakota, June 5; West Virginia, June 5, and North Dakota, June 12.

In addition to the Presidential primaries, voters will select 14 governors and 33 senators. All states will have elections to the U.S. House of Representatives.

For additional information on national and state elections, contact the Voting Assistance Officer at each battalion or brigade headquarters.



## Mid-term reup to be tougher

**WASHINGTON** — Come April 1, tougher general and Skill Qualification Testing (SQT) will greet mid-term soldiers who want to re-enlist according to officials from the Army's Deputy Chief of Staff for Personnel office.

Trainability requirements for mid-term soldiers effective April 1 will be:

- Those soldiers tested on the Armed Services Vocational Aptitude Battery (ASVAB) before Jan. 1, 1976, or on or after Oct. 1, 1980, must have two aptitude area scores, other than GT, of 85 or higher and a GT score of 100 or higher.

- Those soldiers tested on the ASVAB on or after Jan. 1, 1976, but before Oct. 1, 1980, must have two aptitude area scores, other than GT, of 90 or higher and a GT score of 107 or higher.

- Soldiers who verify their SQT with a score within the range of 60-79 as shown on the individual soldier's report are exempt from all ASVAB scores except the GT score.

- Soldiers who have no SQT score or who fail to verify the SQT must meet all score requirements.

Soldiers not on overseas assignment who fail to meet the above requirements may, with general court-martial convening authority, be extended until April 1, 1985, for the purpose of being retrained and retested to meet the new criteria.

Those soldiers on overseas assignment instructions may, with the general court-martial authority approval, be extended for the minimum time necessary to complete the appropriate overseas tour, or until April 1, 1985, whichever is longer.



## news clips . . .

### NO VOLUNTEERS

In a recent memorandum, Assistant Secretary of Defense Lawrence J. Korb reiterated Secretary of Defense Caspar W. Weinberger's remarks concerning the term "all volunteer Armed Forces."

In a speech last fall, the Defense Secretary announced, "it will not be the policy of the Department of Defense to speak about our military as the all-volunteer Armed Forces. Our men and women in uniform are simply the Armed Forces."

"The intent of the policy is to emphasize that after 10 years, the all-volunteer force as a concept is sound, and the experiment is over. The term all-volunteer is no longer appropriate; we are just the Armed Forces."

This new Department of Defense policy applies not only to the term "all-volunteer Armed Forces" but to "all-volunteer Army" as well.

### COMMISSARY SAVINGS

Soldiers and their families can save about 25 percent on their food bill by shopping in the commissary, according to recently released studies.

Market basket surveys by the Army confirmed that shoppers can save money by using the commissary instead of shopping at local supermarkets. An independent analysis conducted in five different locations by the Army Research Institute shows savings ranging from 22.6 percent to 30.6 percent.

Despite these findings, a survey authorized by the American Logistics Association showed less than half of those surveyed noticed savings of 15 percent or more by shopping at the commissary.

However, officials added, soldiers continue to rank commissary privileges as their runner-up benefit in terms of saving dollars, second only to medical benefits.

### NEW ASSIGNMENT POLICY

A new assignment policy now gives senior non-commissioned officers the same advance notification of pin-point orders to Germany that sergeants major have been receiving for years.

The new procedure affects non-commissioned officers in the grades of sergeant first class (promotable) and master sergeant with reporting dates of September 1984 or later, according to personnel officials.

Soldiers will be provided approximately seven months advance notice of their specific unit assignment and geographic locations under this new policy.

# *Best of the '83 Year*



*Regular Army  
Recruiter*



*Army Reserve  
Recruiter*



*GS Recruiting  
Specialist*

**“W**e all know that recruiting throughout the Command was very successful during 1983,” stated Command Sgt. Maj. Tommie L. Abner, USAREC’s Command Sergeant Major. “During the previous fiscal year, more than 210,000 men and women entered the Regular Army and Army Reserve forces. Many people can proudly share in the excitement and satisfaction of our past recruiting year.

“The real accomplishment and credit,” he added, “goes to the more than 12,000 military and civilian members of the USAREC team. The only way for a battalion, brigade or the Command to have a successful recruiting year is for the individuals who collectively comprise these organizations, to have successful years.

“For USAREC to be successful, we need successful brigades; for the brigades to be winners, we need winning battalions; the battalions need the companies who in turn need the recruiting stations. For the Command to record a productive year, all recruiting and support members have to be highly productive.”





*New  
Recruiter*



*Career  
Counselor*



*Nurse  
Recruiter*



*Soldier*



*Civilian  
Employee*



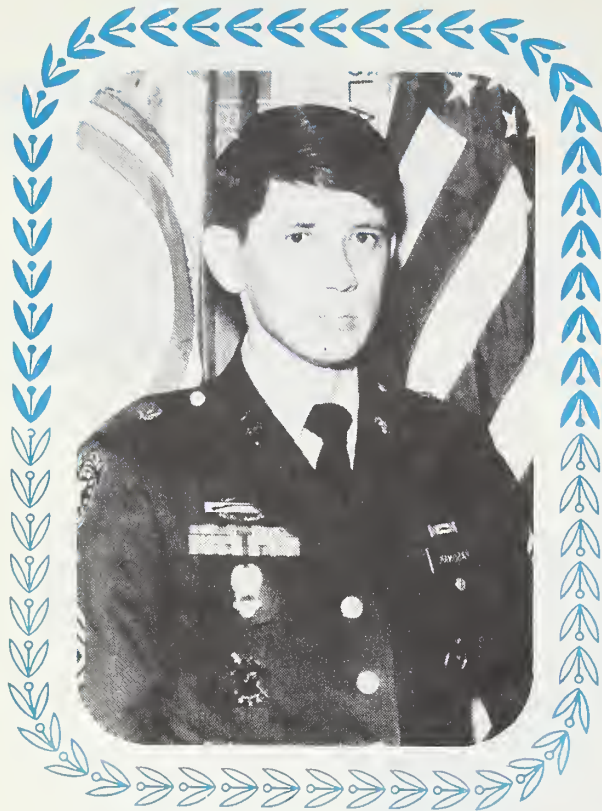
*Top  
56  
Club*

This month's *all VOLUNTEER* features the 'Best of the Year '83'. USAREC's 'best' are identified in eight categories: Regular Army recruiter, Army Reserve recruiter, GS Recruiting Specialist, nurse recruiter, new recruiter, career counselor, soldier and civilian employee of the year. In addition, finalists nominated throughout the Command in each of these categories are identified.

Keeping with the theme that it's successful individuals who make the Command successful, the 'Best of the Year' Top 56 Club is featured. The Regular Army and Army Reserve recruiters whose names appear were leaders from each of our battalions during fiscal year '83.

"The future is always uncertain," the command sergeant major concluded, "but I personally feel optimistic about the continued success of our Command. As long as USAREC is composed of a professional military and civilian workforce, supported by the American public and their elected members in Congress, we are obligated to continue to Provide the Strength and record one great year after another."





**Sgt. 1st Class  
Patrick J. Yasenak**

**Regular Army**

**Recruiter**

**of the Year**

"Start by establishing yourself within your assigned community," said Sgt. 1st Class Patrick J. Yasenak, Regular Army Recruiter of the Year from 6th Recruiting Brigade (Western). "Recruiting with honesty, integrity and self respect is the key to establishing a good reputation in the civilian community," according to Yasenak, and "a good reputation among civic leaders can make a recruiter's job 100 percent easier."

Currently station commander of the Walla Walla, Wash., recruiting station in the Seattle Battalion, Yasenak has served with USAREC for four years, and has earned a Gold Badge with one sapphire. In his 12-year Army career, he has also served as a field recruiter, a drill sergeant and a weapons platoon sergeant.


A native of Missoula, Mont., Yasenak graduated from Sentenial High School in Missoula and attended Monmouth College in Monmouth, N. J., as well as Chaminade College in Honolulu, Hawaii. He has also completed the drill sergeant school, the recruiter course and the station commanders' course.

Yasenak and his wife, Linda, have four children, Tyler, 11; Stephanie, 9; Philip, 7; and Nicholes, 4. They were married while Yasenak was at Advanced Individual Training. Linda has been very supportive of his Army

career in general and his recruiting duties in particular. "Linda understands the meaning of duty," said Yasenak.

In addition to his recruiting activities and the time he spends with his family, Yasenak manages to keep up with his hobbies. He is a life member of the American Rabbit Breeders Association and the American Cavy (guinea pig) Breeders Association, and holds both the cavy judge license and rabbit registrar's license. In the interest of his hobbies, he has served as guest speaker and judge for rabbit shows and clinics. Yasenak is also interested in American cocker spaniels.

Of his job as a recruiter, Yasenak said he tries never to compromise himself with an applicant. He tells applicants that soldiers work hard and they play hard. "When they ask questions, I try to answer as truthfully as I know without sugar-coating an issue," he said. "And when they ask about basic training, I tell them it's going to be the hardest thing they've ever done, but also the most self-satisfying."

Asked what he considers the most important aspect of his job, Yasenak said he thinks most recruiters would agree it's getting the contract. "But," he added, "along with the contract, integrity must remain intact." 

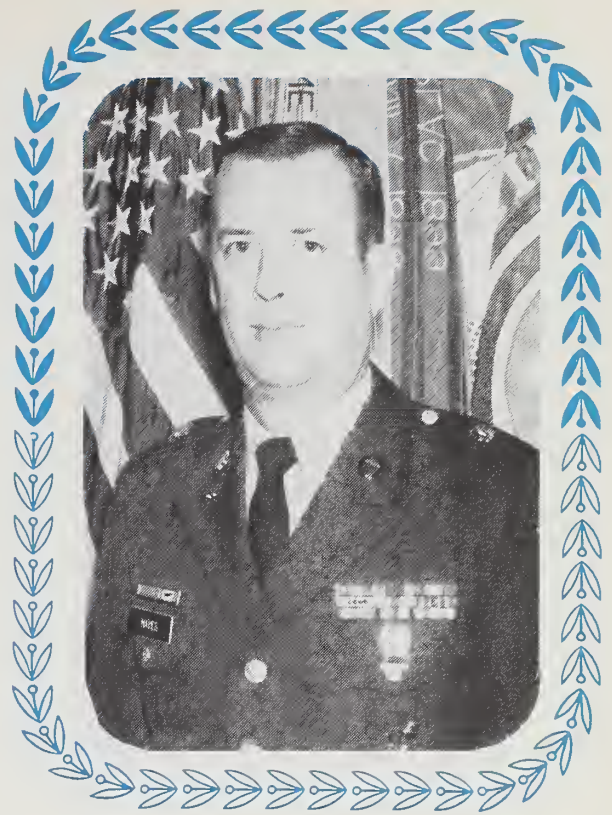
**OTHERS NOMINATED AS USAREC'S REGULAR ARMY RECRUITER OF THE YEAR ARE:**

*Staff Sgt. John D. Ramos, Recruiting Battalion Syracuse, 1st Recruiting Brigade  
Sgt. 1st Class Thomas R. Scanlon, Recruiting Battalion Atlanta, 2nd Recruiting Brigade  
Staff Sgt. Barbara J. Haley, Recruiting Battalion St. Louis, 4th Recruiting Brigade  
Sgt. 1st Class Dennis J. Matthews, Recruiting Battalion Denver, 5th Recruiting Brigade*



# **Sgt. 1st Class** **David L. Hayes**

## **Army Reserve** **Recruiter** **of the Year**



Reserve Recruiter of the Year Sgt. 1st Class David L. Hayes has been with USAREC for just one year. Nine months after becoming a recruiter he had earned the Gold Badge, and was a member of the "56 Club" for both 2d and 3d quarters, fiscal year 1983. He is assigned to the Boulder, Colo., Recruiting Station, Denver Battalion, 5th Recruiting Brigade (Southwest).

Hayes holds a bachelor of science degree in mechanical engineering design from Metro State College in Denver, Colo., and has attended signal school and recruiting school. During his Regular Army career, from 1965-70, he served two tours of duty in Veitnam, one in Thailand, and one at Fort Lee. After completing his education in 1975, Hayes joined the Reserves and later became a USAR field recruiter.

In addition to his recruiting activities, Hayes is a member of the local chamber of commerce, the Lions Club, the Veterans of Foreign Wars and enjoys golf, bowling and reading in his spare time.

Hayes believes in basics for successful recruiting. His advice to new recruiters is, "when you are having trouble and are down, just go back to the basics to get back on track. Also remember how you achieved your past

successes and review the methods you have used in the past."

Spending a lot of time on the telephone has also added to Hayes' success. According to Staff Sgt. David Grubb, a fellow recruiter at the Boulder recruiting station, "Hayes has a way of talking on the phone that helps break down barriers. People talking to him just feel at ease."

Hayes finds that frequent visits to reserve units help him make his mission. "I spend a lot of time with my reserve units," said the top reserve recruiter. "I visit the units nearly every weekend and offer my help to their commanding officers, first sergeants and retention NCOs. The time I spend with the units adds to my knowledge of what they do. This knowledge allows me to relate with firsthand experience the mission of the Army Reserve to prospective recruits." Hayes also finds that the contacts he has made in the reserve units have produced many good leads.

Hayes also attributes much of his success to his wife, Madeline. "Without her help and understanding I would not be as effective as I am. When I have to spend time with Reserve units on weekends, she is very understanding," he said. Hayes and his wife live in Aurora, Colo.

### **OTHERS NOMINATED AS USAREC'S ARMY RESERVE RECRUITER OF THE YEAR ARE:**

*Sgt. 1st Class Bonnie R. Casler, Recruiting Battalion Syracuse, 1st Recruiting Brigade*  
*Sgt. 1st Class Kathryn M. Czukor, Recruiting Battalion Montgomery, 2d Recruiting Brigade*  
*Sgt. 1st Class Roger D. Ferguson, Recruiting Battalion Detroit, 4th Recruiting Brigade*  
*Sgt. 1st Class Janice G. Ramsay, Recruiting Battalion Portland, 6th Recruiting Brigade*

# Rodger N. Ingram

## GS 7

## Recruiting Specialist of the Year



For excellence in recruiting, he has earned a Gold Badge with three sapphires, the Commanding General's Trophy, the Commanding General's Super Star Award and the recruiter's ring. He is also on the brigade advisory council and is a member of the Secretary of the Army council, the "56 club" and the "100 club." He is Rodger N. Ingram, USAREC Civilian Recruiter of the Year.

Currently with the Gulfport, Miss., recruiting station, New Orleans Battalion, 5th Recruiting Brigade (Southwest), Ingram has a total of 30 years' service. He was an active duty recruiter from 1971 through 1980, and became a civilian recruiter for the Army in December, 1980.

In addition to recruiting while he was on active duty, Ingram was in military intelligence, supply and personnel; served stateside and in Europe, Alaska and Vietnam; and earned, among other awards, four Army Commendation Medals, two Meritorious Service Medals, and two Bronze Stars, one with a "V" for valor.

Of his secret to successful recruiting, Ingram said, "I use the telephone to save time. I ask for referrals from everyone I talk with. I maintain a positive attitude, remain flexible and talk to people all the time."

Time management is also important to successful

recruiting, added Ingram, and that includes taking some time off, but scheduling leave in a timely manner. He also believes in working closely with the USAR units in his area, visiting them on a regular basis to establish and maintain rapport and to enlist quality applicants.

Maintaining high visibility in the community is another aspect of Ingram's success. He is a member of the First Methodist Church in Gulfport and serves on the Council of Ministries. He belongs to the Gulfport Umpire Association, is coach of Dixie youth baseball, and is active with the Children's International Summer Village, a worldwide exchange program for children. When he's not busy recruiting and volunteering, Ingram enjoys bowling.

Ingram and his wife, LaVera, have four sons, one of whom, Gary, is a field recruiter in Baton Rouge, La. LaVera is an active supporter of recruiting too. She attends school functions with Ingram and in general gives "100 percent" support to his recruiting activities. "Without support of the spouse, a recruiter would have a difficult time," said Ingram.

The Ingrams live in Gulfport.



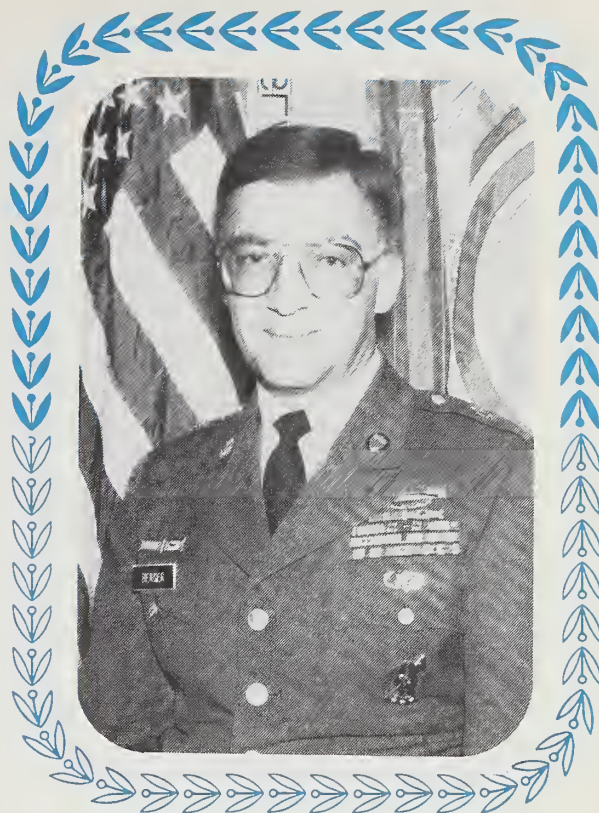
### **OTHERS NOMINATED AS USAREC'S CIVILIAN RECRUITER SPECIALIST OF THE YEAR ARE:**

*Garland W. D. Detlefsen, Recruiting Battalion Concord, 1st Recruiting Brigade  
Julius J. Niven, Jr., Recruiting Battalion Columbia, 2d Recruiting Brigade  
Richard V. Kurolvech, Recruiting Battalion Detroit, 4th Recruiting Brigade  
George Kim, Recruiting Battalion Honolulu, 6th Recruiting Brigade*



# Sgt. 1st Class Donald R. Berger

## Army Nurse Recruiter of the Year



Nurse Recruiter of the Year, Sgt. 1st Class Donald R. Berger, has been in the Army for more than 20 years and with the Recruiting Command since 1977. He is currently assigned to the Albuquerque Recruiting Battalion, 5th Recruiting Brigade (Southwest).

In a letter nominating Berger as Nurse Recruiter of the Year, his brigade commander wrote, "a tireless self starter, Berger operates over a wide geographic area with token supervision and brings qualified applicants on active and reserve duty in the quantity and category the Army Nurse Corps needs." With only two accredited nursing schools in the battalion, Berger made 150 percent student nurse mission and 333 percent reserve nurse mission for FY 83.

During his Army career, Berger, a commissioned officer in the Army Reserve, has attended NIKE universal fire control system maintenance course, the NCO Academy, Officer Candidate School, the psychological operations officers course, airborne school, the HAWK officers course, and the basic, station commander, guidance counselor and nurse recruiting courses.

In addition, he has attended several civilian colleges working toward a degree in business education.

Having served with USAREC as a field recruiter, station commander and guidance counselor prior to his present assignment, Berger has earned two Army Commendation Medals, a Gold Badge with three sapphires, and the Commanding Generals' Trophy.

Berger feels that nurse recruiters should place 80 percent effort in the student market. He attributes his own success to his activities in the nursing colleges. He visits his schools regularly to establish a one-on-one relationship with guidance counselors and instructors, and he makes effective use of three-day educator and one-day student tours. Berger also believes in maintaining rapport with the nurses he has enlisted, corresponding with them on a regular basis.

When he's not occupied with recruiting duties, Berger enjoys golf, swimming, bowling and reading. He is also active in several groups sponsored by his local church.

A native of Pennsylvania, Berger now resides in El Paso, Texas. He and his wife, Eleanor, have four children: two sons who are in college, Donald, 20; and Dennis, 19; and two daughters at home, Jenn, 11; and Jill, 8.

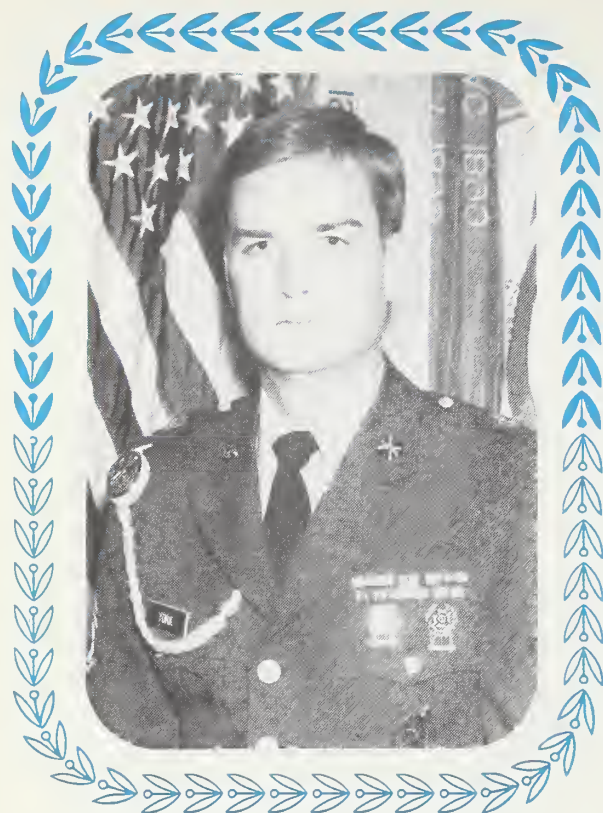


### **OTHERS NOMINATED AS USAREC'S NURSE RECRUITER OF THE YEAR ARE:**

*Sgt. Patricia A. Moore, Recruiting Battalion Harrisburg, 1st Recruiting Brigade*

*Staff Sgt. Robert D. McGraw, Recruiting Battalion Minneapolis, 4th Recruiting Brigade*

*Sgt. 1st Class Paul R. Atwood, Recruiting Battalion Sacramento, 6th Recruiting Brigade*



## Sgt. 1st Class Philip J. York

# New Recruiter of the Year

Sgt. 1st Class Philip York, station commander of the Westminster, Colo., recruiting station in the 5th Recruiting Brigade (Southwest), is USAREC's New Recruiter of the Year. He has been with the recruiting command for 19 months and has earned a Gold Badge with one sapphire, the Commanding General's Trophy, membership in the Commanding General's "56 Club," and was honored as top senior recruiter for the Denver Recruiting Battalion during school year 1982-83.

In addition to his recruiting duties, York is president of the young men's organization of his church and is a boy scout leader. He enjoys hunting, fishing and stamp collecting during his spare time.

York and his wife, Julie, have two daughters, Andi, 2, and Anni Lynn, 1. "We've worked out an agreement," said York, "that on Tuesday and Thursday nights I'm out recruiting. The rest of the time belongs to the family." The Yorks live in Denver.

Asked what advice he would offer other new recruiters, York said, "The initial transition from a line unit to USAREC is a guaranteed shock. In many cases, life changes so fast that family relations can be strained. But

the transition will last only a few months . . . Don't be discouraged."

Prior to his current assignment, York served as armor crewman, tank commander, motor sergeant, field recruiter and station commander. He has been on active duty for about eight years.

As a recruiter, York concentrates on high school programs and recruiting seniors. He believes the most important part of his job is to manage and train other recruiters in order to provide quality strength to the Army.

York graduated from Prescott High School in Arizona and has attended college courses at the University of Maryland while stationed in Europe.

"I've always wanted to be a recruiter," he stated. "I volunteered for recruiting duty while stationed in Germany. I was not trying to be the best recruiter or anything like that. I just wanted to do the best I could in a job I thought I'd like.

"Now as a station commander I have the opportunity to lead and manage a great recruiting team," York added. "There is no real model for success. You learn at school and from one recruiter to another. You need a positive attitude. Then you put it in your own style."

### **OTHERS NOMINATED AS USAREC's NEW RECRUITER OF THE YEAR ARE:**

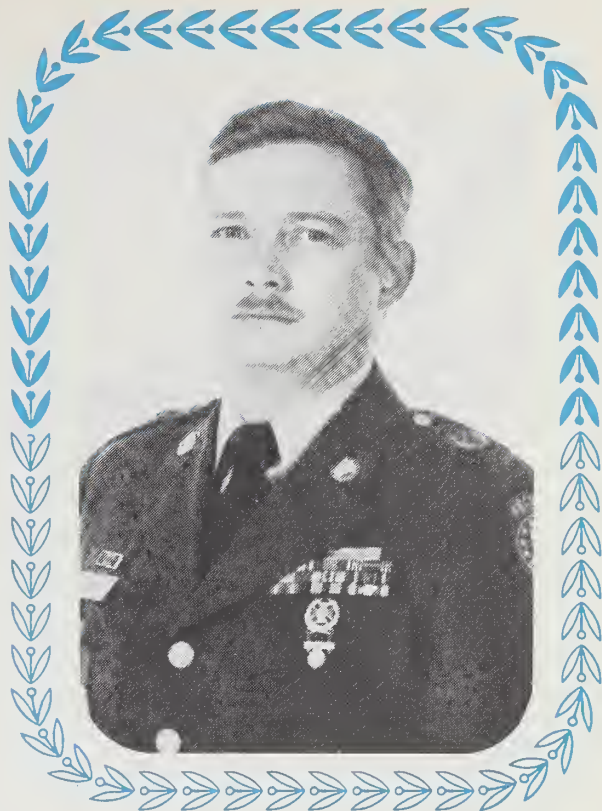
Staff Sgt. Lorenza Lockett, Recruiting Battalion Pittsburgh, 1st Recruiting Brigade  
Staff Sgt. John A. Lawson, Recruiting Battalion Jacksonville, 2nd Recruiting Brigade  
Sgt. 1st Class Gregory L. Spangler, Recruiting Battalion Omaha, 4th Recruiting Brigade  
Sgt. 1st Class Michael E. Turner, Recruiting Battalion Portland, 6th Recruiting Brigade



# Master Sgt. Steven T. Hodgkins

## USAREC

## Career Counselor of the Year



Career Counselor of the Year, Master Sgt. Steven T. Hodgkins, has been involved in recruiting since 1971. He has served as a field recruiter, an assistant operations sergeant, a station commander and, in Germany, as an Army career counselor.

Currently assigned as career counselor for the 1st Recruiting Brigade (Northeast) at Fort Meade, Md., Hodgkins is responsible for formulating plans, policies and procedures to manage the retention program for brigade headquarters and 12 subordinate battalions, including 2,200 enlisted personnel.

Several factors make Hodgkins' duties pivotal to the success of the brigade's reenlistment program. Because he is the only trained full-time career counselor in the brigade, Hodgkins serves as the source of advice and assistance to all battalion reenlistment NCOs. Additionally, the situation that all personnel records are centrally located at Fort Meade makes Hodgkins exclusively responsible for the 201 file review, reenlistment packet and orders preparation, SIDPERS transactions, the RETAIN system operation, and coordination with the Finance and Accounting Office for bonus and other payments.

"The success of the brigade reenlistment program," says the nomination on Hodgkins' behalf, "is directly

attributable to the quintessential role that Master Sgt. Hodgkins performs so well."

During his 21 years of service, Hodgkins has served as a medical corpsman in Vietnam, a group surveillance radar repairman in CONUS and in Germany, as a senior radio operator, section sergeant and intelligence sergeant. He volunteered for recruiting duty in 1971 and has been in the retention field since 1978.

The key to success for both recruiters and career counselors is to stay positive and be persistent, according to Hodgkins. The best advice he can give, he said, is to "take the 201 file seriously. Ensure that your records are current and accurate. It is an individual responsibility to get paperwork in on time, and to make sure all test scores, contracts, and other information is recorded. Don't wait till the last day to take care of yourself."

When he's not checking records and managing 50 to 60 reenlistments per month, Hodgkins enjoys hunting and fishing. He has also earned an associate's degree in business administration from Columbia College. When he retires, Hodgkins' wish is to live off in the woods somewhere, "far from the maddening crowds."

For now, Hodgkins and his wife, Lynne, live at Fort Meade with their two children, a son Terry, 18 and a daughter Cheri, 17.



### OTHER NOMINEES AS USAREC'S CAREER COUNSELOR OF THE YEAR:

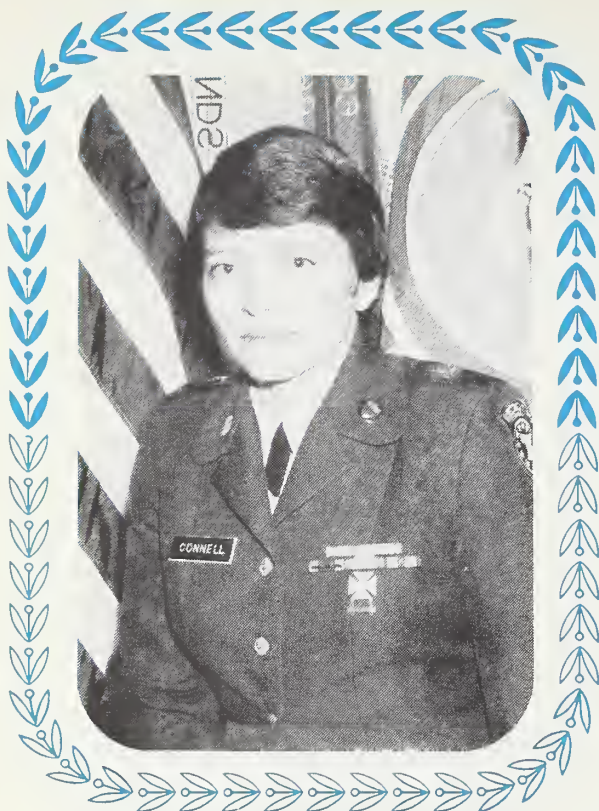
*Master Sgt. Johnny R. Thomas, 4th Recruiting Brigade (Midwest)*

*Master Sgt. Michael B. Belote, 2d Recruiting Brigade (Southeast)*

*Master Sgt. John R. Lucero, 6th Recruiting Brigade (Western)*

# Staff Sgt. Patricia C. Connell

## USAREC Soldier of the Year



An administrative specialist at the St. Louis Battalion, 4th Recruiting Brigade (Midwest), Staff Sgt. Patricia C. Connell is USAREC Soldier of the Year. Assigned to the recruiting command 19 months ago, Connell is in charge of the battalion recruiter incentive award program. The aspect of her job that she enjoys most is the personal satisfaction she gets from supporting the field force by getting awards out in a timely manner.

One of the ways in which she has supported the field force was completely recomputing all the award records from the beginning of FY 82. She found a number of errors which resulted in some recruiters receiving awards they didn't know they had coming. Connell did this on her own initiative working many hours and weekends.

When she was assigned to the St. Louis Battalion, no one there knew much about data communication equipment. She studied manuals, did research and learned the various functions of the computer/word processor/telecommunications system on her own. Without formal classroom training she has become so proficient that she is now training other members of the battalion in using the equipment.

In addition, she is totally responsible for the battalion

budget and the regular monthly, quarterly and annual awards reports. She is also cross-trained in a number of other jobs in the battalion headquarters, including statistical clerk and typist, so that she can sit in should there be an emergency.

Prior to her assignment with USAREC, Connell served in Germany as admin sergeant in the 4th Combat Engineer Company and as claims clerk in the 3d Armor Division. She has also served tours in Korea, and at Fort Ord and Fort Leavenworth in her more than eight years of active duty service.

A Florida native, Connell graduated from Lake Wales High School and attended Polk Community College in Florida before joining the Army. She continues to take courses in business management through Columbia College in St. Louis, and has attended the Army postal and finance schools.

Connell is a member of the Non Commissioned Officers Association and belongs to the battalion bowling and softball leagues. She describes her hobbies as "sports."

"Recruiting is a difficult job," she said, "and I have great respect for the field force recruiters. They are quality soldiers."

### **OTHERS NOMINATED AS USAREC'S SOLDIER OF THE YEAR ARE:**

Staff Sgt. Henry W. Damon, Jr., station commander, Recruiting Battalion Syracuse, 1st Recruiting Brigade  
Spec. 4 Sergio Cerrone, administrative specialist, Recruiting Battalion Atlanta, 2nd Recruiting Brigade  
Staff Sgt. Melvin Miller, personnel services NCO, Recruiting Battalion Albuquerque, 5th Recruiting Brigade  
Sgt. Philandis Brown, personnel sergeant, Recruiting Battalion Honolulu, 6th Recruiting Brigade  
Spec. 5 Rickey Frierson, administrative specialist, Recruiting Support Center  
Spec. 5 Vestina Bailey, accounting specialist, HQ USAREC



## USAREC Civilian Employee of the Year



Tansill Tamaddon is USAREC's Civilian Employee of the Year. A native of Alexandria, Va., Tamaddon joined the Richmond Battalion, 2d Recruiting Brigade (Southeast) in 1971, the year she graduated from Goucher College in Maryland with a bachelor's degree in English. Beginning her career as a GS-7 writer/editor, she was soon promoted to a GS-9 information specialist and, in 1975, to her current position as GS-11 chief of advertising and sales promotion for the Richmond Battalion.

"Her management and direction of the various advertising and publicity programs," says the nomination from her brigade, "have been unparalleled and have promoted a favorable image of the Army to influential organizations and the high school community throughout the state of Virginia."

Among Tamaddon's accomplishments are organizing high school press conferences and job fairs, authoring and delivering speeches to motivate high school students, providing training to the sales force, procuring high school lists from priority markets, initiating a local brochure which describes the TAIR program, and collecting and analyzing market demographics to establish a

marketing plan and a clear orientation of the target market.

Among the awards Tamaddon has earned for her significant achievements are two consecutive commendable ratings from the Inspector General, four outstanding ratings, and two Quality Step Increases.

The key to Tamaddon's success is what she calls "positive perseverance." She describes it as an attitude that encourages initiative and searching for new ways to do things that will help achieve the goal. That goal is to develop creative and effective strategies that will assist the Army in meeting its mission.

She does that both on the job and through her involvement in the community. Tamaddon is a member of the Education Committee of the Richmond Metro Chamber of Commerce, the Virginia Press Association, a Sunday school teacher, and assistant coach of her son's soccer team.

Tamaddon believes that the most important asset to a person in her position is "the ability to communicate well — in personal interface with others, in formal speeches, and in writing."

### **OTHERS NOMINATED AS USAREC'S CIVILIAN EMPLOYEE OF THE YEAR:**

*Toni M. D'Addio, advertising clerk, Recruiting Battalion Newburgh, 1st Recruiting Brigade*

*Daniel T. Koci, support service specialist, Recruiting Battalion Peoria, 4th Recruiting Brigade*

*Angelica Garcia, secretary P-A Division, Headquarters, 5th Recruiting Brigade*

*Loretta Hergert, management assistant, Recruiting Battalion San Francisco, 6th Recruiting Brigade*

# Commanding General's Top

## REGULAR ARMY

|              |                             |                |                          |
|--------------|-----------------------------|----------------|--------------------------|
| Albany       | SGT Anthony L. Booker       | Los Angeles    | SSG Clarence R. Stiffler |
| Albuquerque  | SSG Oliver Garcia           | Louisville     | SFC Danny E. Delong      |
| Atlanta      | SFC Thomas R. Scanlon       | Miami          | SFC James D. Mills       |
| Balt/Wash    | SSG Charles R. Powell       | Milwaukee      | SSG David J. Repolesk    |
| Beckley      | SFC James A. Jones          | Minneapolis    | SSG Timothy P. Hawke     |
| Boston       | SFC Milton E. Teasdale, III | Montgomery     | SSG Donald O. Sawtell    |
| Charlotte    | SFC Anthony F. Marascio Jr. | Nashville      | SSG Charles K. Sharpe    |
| Chicago      | SFC Derrell E. Hayes        | Newburgh       | SSG Donald S. Nugent     |
| Cincinnati   | SGT Mark A. Watkins         | New Haven      | SSG Rufus E. Carpenter   |
| Cleveland    | SGT Duane R. Anderson       | New Orleans    | SSG Barbara J. Winston   |
| Columbia     | SFC Eddie L. Maddox         | Oklahoma City  | SSG Barnee R. Franklin   |
| Columbus     | SFC Anthony H. Brooks       | Omaha          | SFC Wesley C. Johnson    |
| Concord      | SFC David E. Wingfield      | Peoria         | SSG Willie L. Cook       |
| Dallas       | SFC Daniel F. Szarek        | Philadelphia   | SFC John R. Johnson      |
| Denver       | SFC Dennis J. Matthews      | Phoenix        | SSG Robert A. Helie      |
| Des Moines   | SSG Paul F. Johnson         | Pittsburgh     | SSG Henry C. Thompson    |
| Detroit      | SGT Blakee Reaves           | Portland       | SSG Henry A. Jacovino    |
| Ft. Monmouth | SSG Gary Drake              | Raleigh        | SFC Ulysses Olden Jr.    |
| Harrisburg   | SFC Dale L. Kennedy         | Richmond       | SFC William S. Paulk     |
| Honolulu     | SFC James Keliipaakaua      | Sacramento     | SSG James Williams       |
| Houston      | SSG John A. Bocade          | Salt Lake City | SSG William B. Nunnallee |
| Indianapolis | SSG Johnnie J. Martin       | San Antonio    | SSG Tommy D. Gilliland   |
| Jackson      | SSG Henry L. Ogle           | San Francisco  | SSG German E. Legaspi    |
| Jacksonville | SSG John A. Lawson          | San Juan       | SGT Abraham Borrero Jr.  |
| Kansas City  | SSG Michael R. Whalen       | Santa Ana      | SFC Vernon A. Prather    |
| Lansing      | SSG Raul Garcia             | Seattle        | SSG Robert R. Wisdom     |
| Little Rock  | SFC Donald R. Hood          | St. Louis      | SSG Lawrence A. Howlett  |
| Long Island  | SSG Alfonso Tomlinson       | Syracuse       | SSG John D. Ramos        |



# 56 Club

Throughout the year, the Commanding General's Top 56 Club has presented quarterly the best Regular Army and Army Reserve recruiters by battalion within the Command. Now, for the first time since the Top 56 Club's inception, the Club has been formed with annual winners representing the best of fiscal year 1983. The

recruiters listed have contributed significantly to mission accomplishment throughout the past year. The selection of each recruiter was based on competition at each battalion. Inquiries concerning these listings should be addressed to the respective battalion.

## ARMY RESERVE

|              |                             |                |                           |
|--------------|-----------------------------|----------------|---------------------------|
| Albany       | SFC Richard W. Robinson     | Los Angeles    | SFC Paul F. Esler         |
| Albuquerque  | SFC Jorge R. Rascon         | Louisville     | GS7 Edgar E. Hopkins      |
| Atlanta      | SFC Clinton Greer           | Miami          | SSG Conrado N. Angelino   |
| Balt/Wash    | GS7 Gary Thomas             | Milwaukee      | SFC Allan Rothlisberg     |
| Beckley      | SFC Norvel L. Price         | Minneapolis    | GS7 Michael Olson         |
| Boston       | GS7 George Douglas          | Montgomery     | SFC Ronald E. Dison       |
| Charlotte    | SSG Bobby L. Street         | Nashville      | SSG Ronald J. Salem       |
| Chicago      | GS7 George Whitfield        | Newburgh       | SFC Johnnie R. Rowe Jr.   |
| Cincinnati   | GS7 Ronald D. Menz          | New Haven      | GS7 Francis X. McClellan  |
| Cleveland    | SFC Jimmie Leon             | New Orleans    | GS7 Rodger N. Ingram      |
| Columbia     | GS7 Julius J. Niven         | Oklahoma City  | SFC Roger W. McFarland    |
| Columbus     | GS7 James Moore             | Omaha          | GS7 Benedict Bachmeier    |
| Concord      | GS7 Garland W. D. Detlefsen | Peoria         | SSG Ernest F. Albiero     |
| Dallas       | GS7 William T. Shore        | Philadelphia   | SSG James I. Clayton      |
| Denver       | SFC David L. Hayes          | Phoenix        | SFC Bernardo A. San Feliz |
| Des Moines   | SFC Donald N. Nemec         | Pittsburgh     | SFC Candace S. English    |
| Detroit      | SFC Roger D. Ferguson       | Portland       | SSG Barnard D. Offley     |
| Ft. Monmouth | SFC Robert L. Hooks         | Raleigh        | SFC Dean G. Marshbourne   |
| Harrisburg   | SFC Clifford M. Harvey      | Richmond       | SFC Melvin L. Harman      |
| Honolulu     | SSG Wellington Nishada      | Sacramento     | GS7 John W. Johnson       |
| Houston      | SFC Carolyn J. Duran        | Salt Lake City | SFC Tom G. Karren         |
| Indianapolis | SFC Ricky L. Rowe           | San Antonio    | GS7 Michael Graham        |
| Jackson      | GS7 John T. Driver          | San Francisco  | SFC Volney Willett        |
| Jacksonville | GS7 James A. Frank          | San Juan       | SSG Hector Perez-Rivera   |
| Kansas City  | SFC Owen G. Deppe           | Santa Ana      | GS7 George Wood           |
| Lansing      | SFC Alfred Padilla          | Seattle        | SSG James C. Clifford     |
| Little Rock  | SFC Lafayette Woods         | St. Louis      | SSG Kenneth G. Hunn       |
| Long Island  | SSG David W. Kendall        | Syracuse       | SFC Bonnie R. Casler      |

# A REFLECTION OF LAST YEAR 1983 — *An Army*

This past year marked the 208th anniversary of the Army and the Secretary of the Army John O. Marsh, Jr., proclaimed, "1983-An Army of Excellence." The Regular Army, Army Reserve and Army National Guard all posted excellent years as they continued their mission of preserving peace. Likewise, those associated with the Recruiting Command are aware of the accomplishments and successes achieved by USAREC during 1983, as the Command completed the first decade of recruiting activity following termination of the military draft. The following summary represents a sample of the most significant Army activities for 1983. The list, prepared by ARNEWS (Army News), highlights accomplishments in the categories of people, operations, programs and equipment.

## PEOPLE

- During 1983, the Army developed a gender-free Military Entrance Physical Strength Capacity Test (MEPSCAT). MEPSCAT was administered to all prospective soldiers in the 68 Military Entrance Processing Stations beginning this past January. This test assists applicants and counselors to decide on a military specialty which the applicant can perform.

- Reopened, after a year of research and experience, 13 career fields previously closed to enlisted female soldiers. This results in 302 of 351 Army enlisted career fields now open to enlisted female soldiers; 570 of the Army's 630 total career fields are now open to females (officers, warrant officers and enlisted members). This action also opened more than 775 additional Army units to female members for assignment.

- Increased its mobilization base with the expansion of the Retiree Recall Program to 126,000 retired soldiers. This includes 2,100 retirees in Europe and initiation of the program in Korea. Under this program, retired Army members receive instructions to report to specified military installations in the event of mobilization.

- Established a quality assurance office within the Surgeon General's Office to ensure the best possible health care to Army soldiers, retirees, family members and other health care recipients.

- Had its second-best aviation safety year in history. The fiscal year's 38 accidents, with 23 fatalities, equate to 2.39 accidents per 100,000 flight hours. The FY83 rate is down from the 1982 figure of 3.23, and resulted in savings of more than \$12 million from last year.

- Was represented in the National Aeronautics and Space Administration's astronaut program by two officers.

Lt. Col. Robert L. Stewart was a member of an early-1984 shuttle crew and tested a one-man backpack that let him maneuver in space without being attached to the spacecraft.

- For the third consecutive year, had a declining absent without leave rate. The past year's rates are the lowest on record and reflect the quality of the soldiers joining the Army today.

## OPERATIONS

- During 1983, the Army expanded realistic preparedness training through numerous joint and combined exercises, including one of the largest peacetime exercises, Team Spirit 1983, in Korea. Team Spirit tested and refined Army tactics at the corps level.

- Expanded overseas training of reserve component units to include 15,000 Army National Guard and Army Reserve soldiers. Reserve component soldiers trained from Europe to the Pacific basin, including realistic field and command post exercises in Japan and Korea. Of significant note was the deployment exercise of the 1st Battalion, 119th Infantry, 30th Infantry Brigade, North Carolina Army National Guard to Italy during an exercise which permitted the unit to test its complete mobilization role.

- Continued to provide soldiers to a broad range of peace keeping operations. These included soldiers from the 82d Airborne Division and the 101st Airborne Division (Air Assault) as members of the Sinai Multinational Force, and a field artillery target acquisition battery from Fort Sill, Okla., to support the Marine Corps peace keeping force in Beirut, Lebanon.

- Responded to an urgent request from the Organization of Eastern Caribbean States and provided ranger and airborne soldiers to support the collective action to restore peace and public order in Grenada. Army operations included a night jump from 500 feet onto Point Salines Airport by Army rangers against heavy anti-aircraft and small arms fire, and subsequent combat operations by 82d Airborne Division soldiers to secure the safety of American citizens on Grenada. Follow-up operations included Army Reserve and Regular Army soldiers assisting civil authorities in restoring public facilities and services.

## PROGRAMS

- During 1983, the Army launched a program which will eventually abolish the need to post changes to



# of Excellence

regulations. The Update Publications Program will use a telephone book style publication for regulations which will be replaced when out-of-date. The new system will save an estimated \$50 million per year on manpower; surveys indicate overwhelming approval by system users.

- Designated Army aviation as a separate, combat arms branch. Army aviation takes its place with such traditional branches as armor, field artillery and infantry. Fort Rucker, Ala., has been designated as the center for all Army aviation training, doctrine, material and force structure matters.

- Streamlined its command and control structure for the Army National Guard and Army Reserve through the programmed elimination of nine Army Readiness and Mobilization Regions, programmed activation of two Army headquarters, and the creation of an Army Reserve Personnel Center in St. Louis, Mo. The Army will be more responsive to national guard and reserve personnel requirements.

- Expanded its fighting forces with the activation of an Army National Guard Division, headquartered at Fort Leavenworth, Kan. The 35th Infantry Division (Mechanized), will have elements in Kansas, Nebraska, Kentucky, Colorado and Missouri. Army special operations forces are also expanding with the announcement of the planned activation of the 1st Special Forces Group at Fort Lewis, Wash. This, like other groups, will have a mission of training soldiers for unconventional warfare.

- Signed an agreement with the Arroyo Center of the Jet Propulsion Laboratory, California Institute of Technology, Pasadena, Calif., for a new "think tank" designed to respond to Army senior leadership policy needs. The center's staff will study a wide range of topics emphasizing long-range issues requiring near term decisions.

## EQUIPMENT

- During 1983, the Army started acceptance testing of the first production Sergeant York air defense guns. The Sergeant York incorporates two 40mm guns on a modified M48A5 tank chassis. A search and track radar, fire control center with laser range-finder and digital computer, and combat information display make the Sergeant York one of the foremost forward air defense systems in the world today. This is the first major weapon system to be named after an enlisted soldier. (Sgt. Alvin York, World War I soldier).

- Continued successful fielding on the M1 Abrams Tank in Europe and the United States, including the Army National Guard. The M1 has been received in

Europe by the 3d Infantry Division and the 11th Armored Cavalry Regiment. In the United States, the 2d Armored Division at Fort Hood, Texas and the 2d Battalion, 252d Armor, North Carolina Army National Guard, now have the tank. The M1 Abrams provides the Army improved "shoot-on-the-move" capability, increased mobility and enhanced crew protection.

- Completed initial fielding of the Bradley Fighting Vehicle System to the 2d Armored Division at Fort Hood, Texas, and the 2d Battalion, 252d Armor, North Carolina Army National Guard. Fielding in Europe began in September with the 3d Infantry Division in Germany. The Bradley system provides mechanized and armored units improved mobility, firepower and personnel protection.

- Developed a new generation of the Pershing Missile Systems, designated PII; deployed it to three battalions of the 56th Field Artillery Brigade and replaced the current Pershing PIA on a one-for-one basis. The PII is a two stage missile with greater range than PIA (1800 kilometers vs. 740 kilometers) and improved accuracy which allows use of smaller nuclear warheads.

- Awarded a five-year multiyear contract of \$1.236 billion to Vought Corporation for production of the Army's Multiple Launch Rocket System. By using a multiyear contract, the Army expects to save in excess of \$190 million as compared to annual sole source procurement.

- Awarded in FY83, through its acquisition program, \$6.5 million contracts to small businesses and \$936 million to small minority firms.

- Continued progress on the AH-64A Apache advanced attack helicopter program with roll-out of the first production helicopter. The Apache is the first Army attack helicopter to be developed and produced specifically for day, night and adverse weather anti-armor missions. The Apache has state of the art technology such as computer-enhanced targeting sights.

- Contracted for \$4.2 billion Foreign Military Sales (FMS) new business (sales for defense equipment, engineer construction, services and training). At FY83 year-end, the Army FMS Program encompassed 94 countries and international agencies with a cumulative open program value (1965-1983) of \$42.6 billion. Of this total, \$23.7 billion had been delivered.

- Extended field deployment of the UH-60 Black Hawk helicopter to Eighth Army in Korea. The Black Hawk provides Army forces in Korea greater speed, lift and passenger carrying capability to support the forward defense.





**WHEN PVT. HECTOR PINEDA JOINED THE ARMY,** his father promised him that when — and if — he got through airborne school, he would make the first jump with him.



*Having fulfilled his promise by jumping with his son, Sgt. 1st Class Hector Pineda carries it one step farther by pinning jump wings to his son's uniform.*

**Sgt. 1st Class Hector Pineda**, a 15-year Army veteran assigned to Fort Jackson kept that promise. When his son was assigned to the 42d Airborne Co., 4th Student Bn at Fort Benning, Pineda began making arrangements to jump with him the first time.

The senior Pineda's commander sent a letter of consent through the Fort Jackson Adjutant General's office to the TRADOC commander. "They sent a message down placing me on hazardous duty for the time I was going to be there," Pineda explained. With that permission Pineda went to the airborne committee at Fort Benning and asked to be allowed to take the graduation jump with his son. "You can jump any time you want to with those orders," was the committee's answer.

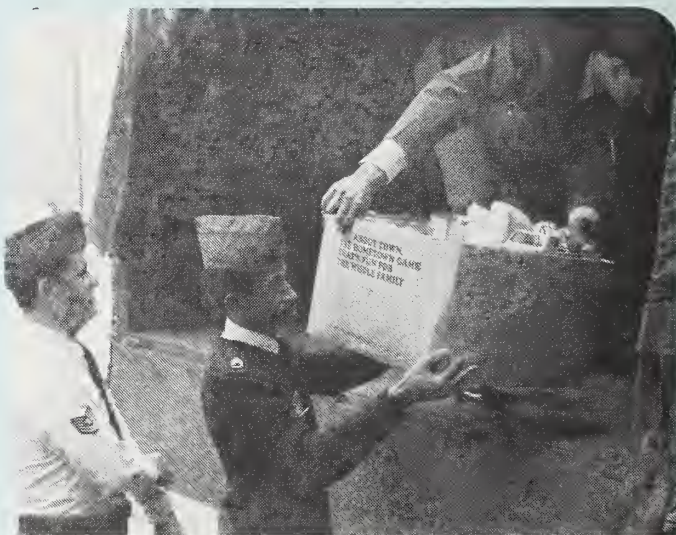
Pineda jumped all five jumps with his son and then pinned jump wings on him. (Mary Garrison, Fort Jackson, S.C.)

**OPPORTUNITIES AND CHALLENGES FOR WOMEN IN THE ARMY** was the focus of a recent exhibit that won first place in the commercial exhibit category for 5th Rctg Bde (Southwest) at the Fort Sam Houston Federal Women's Exhibit Fair.

Information concerning women's opportunities and advancement were exhibited at the fair by more than 20

San Antonio, Texas, universities and colleges, business and professional women's organizations, and various Fort Sam Houston activities.

Visitors to the brigade's winning exhibit were assisted by **Capt. Diane Headstrom**, recruiting operations officer, who provided literature and information about opportunities and challenges in the Army for women. (5th Rctg Bde)



***STAFF SERGEANT MYLES GRAY**, an Army recruiter, helps unload a truckload of toys for needy families in Columbia, S.C. "Operation Santa Claus," a charity promotion by a local radio station in conjunction with Army, Navy and Air Force recruiting stations and U.S. Army Reserve units, resulted in three truckloads of toys for needy families in the area. Armed Forces recruiting stations served as official collection points for toy donations during the month-long drive. The toys were distributed by social service organizations in the mid-South Carolina area. (Sgt 1st Class Charles Drake, Columbia Rctg Bn)*

**A GOOD WAY TO ESTABLISH FUTURE LEADS** that eventually turn into enlistments, says **Sgt. 1st Class Jack Hickman**, Army recruiter in Altus, Okla., is to ask applicants about their brothers and sisters.

When Hickman enlisted **James Bullington** in 1980, he discovered Bullington had three younger brothers. Hickman made a note to contact them about joining the Army when the time was right.

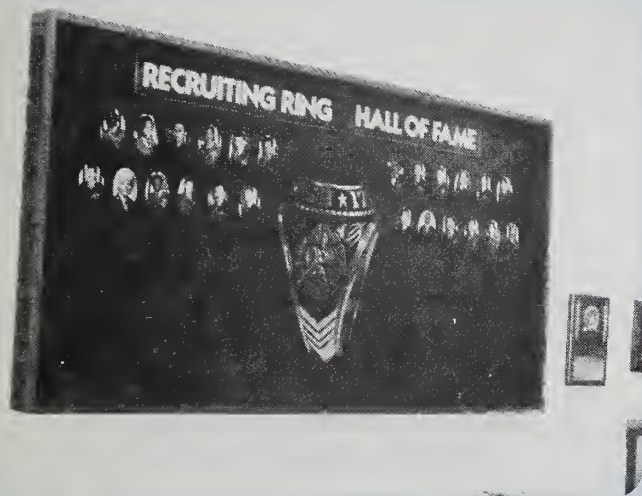


He did. **Wayne and Richard Bullington** both enlisted last year and the youngest brother, **Scott**, recently enlisted in the Delayed Entry Program.

The Bullingtons aren't the only brothers Hickman has enlisted. "I've done this kind of thing several times before," he said. "Just recently I put two brothers in the Army."

Hickman attributes much of his recruiting success to establishing leads with brothers and sisters of prospects. "I'm telling you," he said, "if a recruiter doesn't ask about brothers and sisters, he's missing the boat." (Debbie Gardner, Oklahoma City Rctg Bn)

**ASK SOMEONE ABOUT A HALL OF FAME** located in Cincinnati, and he or she will probably mention the College Football Hall of Fame at the King's Island amusement park in nearby Mason, Ohio.



*The handsome wall hanging, honoring recipients of the gold recruiting badge, was fabricated by the 4th Recruiting Brigade production shop.*

The "other" Cincinnati Hall of Fame is located downtown at the Cincinnati Recruiting Battalion headquarters, and honors those members of the organization who have been awarded the gold recruiter ring.

The handsome wall hanging was the brainchild of **Sgt. Maj. Johnny Guyton**, formerly assigned to the battalion, and was designed and fabricated by the 4th Recruiting Brigade production shop in 1982. Since its arrival at headquarters, 24 color photographs of ring recipients have been mounted.



***YES, VIRGINIA, THERE IS A HELICOPTER HERE SOMEWHERE . . .** Students and teachers from DeLand, Fla., high school, crowd around a U.S. Army Readiness Command UH-1H helicopter that visited the school during aviation week. DeLand Army recruiter Staff Sgt Ray D. Hessler and the A&SP staff at Jacksonville Rctg Bn, coordinated the visit as a TAIR activity. The use of such Army resources as helicopters at high schools has proven highly beneficial in producing quality leads among the students and, occasionally, the faculty. (Bob Lessels, Jacksonville Rctg Bn)*

**MOST PEOPLE WHO JOG CONSIDER A FEW MILES TO BE A GOOD WORKOUT.** But to Sgt 1st Class **Raymond Frantz**, Miami, Okla. recruiter, a couple of miles is a "piece of cake."

Frantz, an avid jogger who often enters races "just to have fun," participated in the Tulsa, Okla., Fun Run last year and clocked over nine miles in less than an hour and a half.

"When I finished, I was pretty tired," he said, "but I thoroughly enjoyed myself." The event, which attracted over 8,000 people, was staged on the streets of Tulsa along the Arkansas River.

"It was great!" said Frantz. "The streets were swarming with people from children to the elderly so you can imagine the hubbub."

"The first place winner finished in 53 minutes," Frantz said, "and he was a professional runner." Even though he didn't place, Frantz said it was fun competing with other runners.

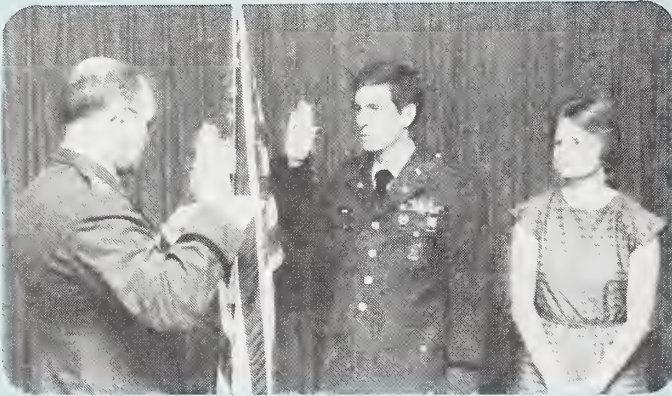
"I entered the run because I enjoy jogging and I wanted to go out and have a good time," he explained. Frantz says he plans to continue entering races in the future.

"I'm not out there to win, even though I will always give it my best," he said. "Having fun is what counts." (Debbie Gardner, Oklahoma City Rctg Bn)





**WHEN FORMER ARMY RESERVE SGT. 1ST CLASS JOHN G. REAMS, 32,** accepted commissioning as a second lieutenant with the 674th Transportation Company in Orlando, Fla., he became a member of what may be the smallest fraternity in the Army — that of commissioned officers who also hold the U.S. Army Recruiting Command's highest honor, the recruiting ring.



*Former Army Reserve Sgt. 1st Class John G. Reams, center, is administered the oath of commissioning as a second lieutenant in the U.S. Army Reserve by Capt. Albert Sawyers, commander of the Orlando, Fla., Recruiting Company, Jacksonville Recruiting Battalion. The new lieutenant served as a recruiter for more than seven years, earning the highest award the U.S. Army Recruiting Command can bestow for excellence, the recruiter ring. Observing the commissioning at the right is the lieutenant's wife, Sheila.*

Reams has been with the Army Reserve for 11 years, serving first as a general's aide. For the past seven years, however, he has been assigned as a USAR recruiter, working first at the Orlando, Fla., Recruiting Station and, more recently, at the recruiting station at Kissimmee, Fla. His success in recruiting enabled him to achieve the pinnacle of recognition — the coveted recruiting ring — in July 1982.

Ream's recruiting achievements also earned him selection a few years back as the Jacksonville Recruiting Battalion's USAR Recruiter of the Year.

The new lieutenant is a native of central Florida, graduating in 1969 from Boone High School in Orlando and earning his bachelor of science degree in business administration in 1976 from Southern College, also in Orlando.

The lieutenant and his wife, **Sheila**, reside in Taft, Fla., with their two children, **Kristi**, 9, and **Jeremy**, 6.

The commissioning ceremony was presided over by **Capt. Albert Sawyers**, commander of the Orlando Army Recruiting Company. The traditional dollar for the new lieutenant's first salute went to **Sgt. 1st Class Bonnie**

**Thomas**, a recruiter at the Orlando Colonial Recruiting Station. (Bob Lessels, Jacksonville Rctg Bn)

**\$95,000 FOR A FOUR-YEAR ENLISTMENT IN THE ARMY** may be a record for incentives. That's what **Fred P. Hoffman** is expected to earn. He recently signed a contract to enlist which guarantees him training as an interrogator.

Hoffman has a master's degree in Asian studies from the University of Michigan, Ann Arbor and a bachelor of arts degree in political science from Lawrence University in Appleton, Wis. His studies include two years of Mandarin Chinese.

His projected earnings for a four-year enlistment, including a \$4,000 cash enlistment bonus, will be at least \$54,000 assuming he enters the Army as a private and follows a typical promotion pattern. Hoffman is also qualified for the Army College Fund through which he could accumulate more than \$20,000 for education following military service. He is also qualified for the Loan Repayment Program and could have almost \$21,000 in undergraduate college costs absolved. This totals more than \$95,000, according to his recruiter, **Staff Sgt. Bobby Joe Paige** of the Valley Stream, N.Y., recruiting station.

After he completes basic training, Hoffman will receive advanced training as an interrogator (MOS 96C) at Fort Huachuca, Ariz., and then go on to study Chinese at the Defense Language Institute, Monterey, Calif. He eventually wants to do doctoral work on the Chinese military. (J. Wandress, Long Island Rctg Bn)



**READY! SET! GO!** Members of Charlotte Recruiting Battalion, the commander included, set off on the two-mile run. Command-wide PT testing is done routinely so all remain aware of equitable testing. Timers are the only ones to be pre-tested separately.



**DAD, MOM AND SIX CHILDREN — ALL ARMY!** When 18-year-old **Kathleen L. Ferguson** joined the Army recently, she was the eighth member of her family to do so.

Her father, **Sgt. 1st Class Ronald C. Ferguson**, is an 18-year veteran serving as a National Guard recruiter at Fort Wayne, Ind., and her mother, **Mrs. Juanita Ferguson**, served a tour in the Army as an administrative specialist in the 1950s.

Two older brothers are currently Army recruiters. **Sgt. 1st Class Tyrus** is a recruiter at Santa Maria, Calif., and **Staff Sgt. Robin** is a recruiter in Delaware, Ohio.

Three other brothers are also currently serving tours in the Army. **Ronald** is a medic and **David** is an X-ray technician, both assigned to the Army National Guard. Brother **Jerry** is an infantryman stationed at Manheim, Germany, with his wife, **Colleen**, who also happens to be in the Army as a special electronics repairer.

The youngest of the Fergusons, 16-year-old **Michael** is a junior at Hoopeston Eastlynn High School. He may feel a little pressure about his plans after graduation, being the only remaining member of the Ferguson family not to have served in the Army.

Kathleen was the 1983 salutatorian of Eastlynn High School and was a freshman at Indiana University when she enlisted to become a legal clerk with the Army. She is in the Army College Fund program. (Jaime Cavazos, Columbus Rctg Bn)

**"I JUST CAN'T STOP BRAGGING ABOUT THE PROGRAM. It's great!"** said **Staff Sgt. George A. Wigginton** describing the new Junior ROTC program at Meridian High School, Miss.

During its first year, the ROTC program has made his job a lot easier, said the Meridian recruiter. "Before the ROTC program at Meridian, people didn't understand what the Army was all about. Now more people are learning about the Army . . . the community as well as the students are getting involved."

The students agree that the program has changed their minds. "It is really different from what I expected," said **ROTC Sgt. Major Missy Cade**. "Everyone thought it was going to be a real easy course . . . Boy, were we wrong. Officers have to hold at least a 'B' average. The program teaches us discipline yet it is a lot of fun."

The students are so enthusiastic that two members of the color guard have enlisted through the Delayed Entry Program. **ROTC 2nd Lt. Jonathan Watkins** is planning to be a heavy equipment operator and **1st Lt. Charles**

**McAdory** plans to be a military policeman after graduation from high school. (Melanie McNutt, Jackson Rctg Bn)



*Col. Thomas J. Davis, Commander of the Oklahoma City Recruiting Battalion, presents the Soldiers' Medal to Sgt. 1st Class James Heustess, Army Reserve recruiter from Tulsa, Okla.*

**"ALL I COULD THINK ABOUT WERE THE PEOPLE IN THERE,"** said **Sgt. 1st Class James Heustess** describing how he helped save seven people from a burning hotel in Tulsa, Okla. "Most of them were elderly, and I knew they needed help getting out."

Heustess was performing his usual activities as a reserve recruiter at the Tulsa Downtown Recruiting Station when he noticed smoke and flames coming from a nearby hotel. He called the fire department and then ran across the street to alert residents in the nine-story building.

Battling intense heat and thick smoke, Heustess kicked in doors to make sure none of the elderly residents were trapped, and he helped several of them through the halls, placing wet cloths over their faces to shield them from smoke and heat. When all the tenants were outside the hotel, Heustess continued to assist firefighters and help calm the frightened tenants.

At a formal ceremony in Tulsa recently, Heustess was awarded the Soldier's Medal, the highest peacetime medal the Army presents for bravery. He also received a letter of commendation from the owner of the hotel. (Debbie Gardner, Oklahoma City Rctg Bn)



# Helping you receive

By Maj. M. A. Dickson  
USAREC PA&E

Where do recruiter missions come from? Is there some person with a crystal ball who looks into the future and decides how much mission each recruiter will receive? Obviously not. The system used by USAREC to distribute mission is complex, but over the course of a year it is as fair and equitable as possible.

## Accession Mission

The missioning process begins about six months before each quarter. Headquarters, Department of the Army (HQDA) develops a monthly "accession" mission based on HQDA goals to meet a Congressionally set end strength. USAREC negotiates this accession mission with HQDA for each month by major category: high school diploma graduates male and female, non-high

school graduate male, and prior service.

Although mental category missions are not negotiated each quarter, USAREC is charged by HQDA with an annual accession mission by mental category. The mental category and major category missions are based on Regular Army and Army Reserve personnel requirements, attrition rates, desired mix of non-prior service and prior service, and male and female mix.

A decision is then made by USAREC concerning the monthly Delayed Entry Program (DEP) required to make accession missions by category for the fiscal year. This is necessary because USAREC is assigned an accession mission, while the recruiters are assigned a "contract" mission. The DEP is used to ensure USAREC makes each monthly accession mission. Once that is decided, contract missions at USAREC level can be determined.

$\text{Exit DEP} = \text{Entry DEP} + \text{Contracts} - \text{Accessions}$

From this point on, the entire mission assignment process is concerned with how to distribute the contract mission to the field in a fair and equitable manner.

## Contract Missions

The mission assignment folks at USAREC have developed a computerized system which combines various market factors to estimate mission categories for each battalion. These factors include qualified military available, number of recruiters, recruiter experience, high school market, competition from other services, propensity, and the advertising budgets. Proposed missions are then distributed to each brigade and battalion.

Then negotiations occur between the staffs at battalion, brigade and USAREC. Each mission process goes through three different interactions between commanders and staffs before the battalion commanders negotiate the final missions with the commanding general.





# a 'Grade A' slice

Difficult you say? Perhaps so, but the job of assigning the mission from battalion down to recruiters is even more difficult if equitability is to be maintained. There are two reasons why this is true. First, the resources and capabilities of the mission distributors at battalion and below are more limited than at USAREC headquarters. Second, the high school market data below battalion is very specific for each recruiter. While USAREC has very sophisticated computer models and analysts to equitably distribute the mission, battalions and below are not normally so lucky. The battalions, however, have more detailed information on local conditions, such as projected leaves, recruiter experience, medical problems they have, and a quicker appraisal of changing market conditions.

## Mission Assignments

The Program Analysis and Evaluation (PAE) directorate at USAREC recognizes that battalions need assistance in assigning the mission to each recruiter. Consequently, the process was established of going to each battalion and conducting Recruiter Zone Analysis (RZA). The goal of the RZA is to establish a recruiting zone that will enable each recruiter in specific geographic and high school markets to have approximately the same chance of success as every other recruiter to accomplish like missions.

The RZA process recognizes that all markets are not identical. The knowledge gained from company and battalion commanders concerning the local markets are used and zones are identified with the idea of equalizing work load, not market size. Therefore, one recruiter's market may be larger than another's. In other words, if each recruiter receives approximately the same mission, the work effort to accomplish that same mission will be approximately the same. This whole process enables battalions to mission each recruiter at approximately the

same level.

The process of missioning one recruiter with a high school diploma grad and another recruiter with a non-grad is made by the battalion and company commander in conjunction with the station commander. They are in the best position to judge local conditions, market changes, production ability and work effort involved.

## USAR Mission

The United States Army Reserve (USAR) Missioning System is very similar to the Regular Army (RA). However, USAR missioning must consider additional factors which does not involve RA missioning.

USAR missioning considers the number of vacancies that exist on the Automated Unit Vacancy System (AUVS), and the projected number of vacancies that will exist during the fiscal year for each battalion. Headquarters, USAREC expended effort in FY 83 to align the recruiting force with these vacancies.

Another factor which impacts on the USAR missioning process is the fact that USAR RZA have not been completed in all battalions. An effort will be made in FY 84 to correct this. USAREC's goal is to align the recruiting force with vacancies and the market as much as possible.

## Safety Nets

Even though these systems use a lot of information and are somewhat sophisticated, no system is perfect. Therefore, "awards safety nets" have been developed to protect the recruiter from known pitfalls.

One of these "nets" is the operative rule system. This system allows a recruiter to substitute certain mission categories for other categories. USAREC uses this system in two ways. First, from time to time, USAREC needs to stimulate production in certain mission categories. This can sometimes be accomplished by allowing substitution without changing missions. Second, operative rules give the recruiter flexibility in accomplishing mission while providing USAREC with the needed contracts.

Another "safety net" is the team concept. This "net" goes beyond the operative rules but is only applicable for awards and has nothing to do with mission accomplishment. It allows the recruiter who does not make mission but does produce the right volume of contracts to still receive awards points provided the "team" makes mission.

The ultimate goal of the missioning system, operative rules, team concept and the awards system is to create an environment that challenges, rewards and produces a fair mission for each recruiter.







# HE CAME

# HE SAW

# HE CONQUERED

*Story by Warren J. Schrum  
A&SP, Pittsburgh Rctg Bn*

He came; he saw; he conquered. That brief statement, stolen from the latin phrase Veni, Vidi, Vici, sums up the recent visit of Lt. Col. Sherwood "Woody" Spring to the Pittsburgh Recruiting Battalion.

Woody, a West Point graduate of the class of '67 is a "VIP." What makes Woody a "VIP" is that, unlike most soldiers in the Army, he wears blue coveralls to work. Woody's blue coveralls

are special. They are a uniform worn by only 75 other persons in the United States. Those blue coveralls are the distinctive uniform that identifies Woody as an astronaut.

Something that makes Spring even more of a VIP is that he is only one of two Army personnel who are presently astronauts, the other being Lt. Col. Robert L. Stewart.

Pittsburgh's effort to get either

Spring or Stewart to visit began last April when a letter requesting support from National Aeronautics and Space Administration (NASA) was sent to Headquarters, Recruiting Command. Last July word was sent to the battalion that Spring would be available for a visit in December.

In December, Woody landed his plane at Greater Pittsburgh International Airport and began his three-day whirlwind visit.



The itinerary set up by the battalion left little time for the astronaut to rest after his trip. Visits to four high schools, a scout gathering and a children's hospital were scheduled. Interviews on a television program and radio talk show kept Woody on the go during his stay in the "Steel City."

Woody's visit could not have come at a more appropriate time because, while he was whirling through Pittsburgh, the space shuttle Challenger was whirling through space, landing in California the day after Spring departed Pittsburgh.

While the emphasis of the astronaut's presentations were not limited to Army recruiting, he made sure to mention at all stops that he was a member of the Army and that the Army was involved in the Nation's space program. The presence

of Metro Company Commander, Capt. Mike Madden and recruiters from the company helped to emphasize the connection between astronaut blue and Army green.

While Astronaut Spring's visit caused excitement everywhere he went, the highlights of his tour were visits to 550 Boy Scouts and a local children's hospital.

Woody's visit to the scouts was also well timed, as this year has been designated the "Year of Space" by the national scout association. After he spoke to the scouts about the space program, Woody was presented a cap and plaque in appreciation of his visit. After the presentation he was besieged by autograph seekers, who also asked Madden for his autograph.

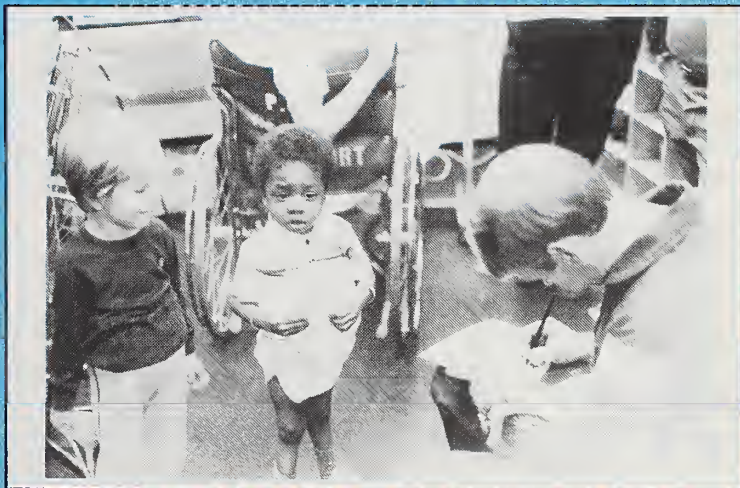
The next stop on Woody's tour was the children's hospital.

There the astronaut, who is scheduled to make his first space flight in 1985, sent the spirits of sick children, their parents and hospital staff soaring. For an hour he went from one floor to another visiting patients and in the process spreading goodwill and cheer to all he greeted. Along the way he signed autographs and gave each patient and parent model space shuttles to be assembled. In addition, he left space shuttle puzzles, pictures and inflatable shuttles in the hospital's playrooms.

Woody's whirlwind visit generated good will for the Pittsburgh Recruiting Battalion wherever he went. After the astronaut had left, it was obvious to all that "Woody came; he saw, and he had conquered the hearts of all who had met him."



*Speaking before a group of 550 boy scouts and their leaders, Lt. Col. "Woody" Spring presents a jaunty appearance in his blue astronaut uniform. (Photo by Capt. Bill Combs, Pittsburgh Rctg Bn)*



*Astronaut Lt. Col. "Woody" Spring autographs a model space shuttle for a young liver transplant patient as another youngster eagerly waits his turn. (Photo by Don Motz, Pittsburgh Rctg Bn A&SP)*



# *An introduction to*



**new manning  
system**

*Story by Spec. 5 Steven Silvers  
Army News Service*

Maybe you've heard the terms thrown around: new manning system, regimental system, COHORT, affiliation. Maybe all attempts to explain what they mean, and more important what they mean to you, have ended with a numbing sense of confusion. Don't feel too lonely. Officials at the Pentagon are quick to agree that this "new manning system" is indeed a complex and detailed program. It is, after all, changing the way things have been done for a long time. In an effort to help explain the program, the Army News Service (ARNEWS) talked with manning task force officials about the new system.



**regimental  
system**

**Q:** Why do you call it a "new" manning system? What's new about it?

**A:** Under the old manning system, what we have right now, soldiers get individual orders to transfer somewhere. Under the new system we're still transferring people, but those people are going as a unit; it's a unit replacement system.



**COHORT**

**Q:** So entire units get orders instead of the soldiers?

**A:** Yes. That's where the "COHORT" idea comes in. First you have a group of recruits go through basic and advanced training. Together they report to a duty station, where they become a COHORT unit.

Those soldiers stay together for three years. After completing its state-



**affiliation**



# manning the force'

side stay, the COHORT company replaces a specific sister company overseas. The company stays there until its tour is over and then "disestablishes," or breaks up. Meanwhile, back in the states, the cycle is starting all over again.

**Q:** So, when a COHORT unit deploys overseas, it will always go to the same place?

**A:** Exactly. Instead of moving soldiers individually out of training, where they may never work with each other again, we move them first to a stateside COHORT unit and then to a predetermined location overseas. These soldiers are going to stay together from the day they come in and get their first Army haircut. The friendships and esprit de corps will really develop. In fact, the Army is studying how to form COHORT battalions.

**Q:** What happens to the soldiers when their COHORT units break up? Where do they go?

**A:** This is where the second half of the new manning system comes in. Under the regimental system, we have grouped together "like-type" battalions — all infantry, air defense, field artillery or armor. When a soldier enters a COHORT unit he becomes part of the regiment that unit is in. So when he leaves the COHORT unit when it breaks up, and if he's heading to fill another company or battalion-level slot, he'll be assigned to another unit in the regiment. It could be another COHORT unit.

**Q:** Is a regiment like a brigade or division?

**A:** No. In fact, the regiment is not part of the tactical chain of command. There is no headquarters, commander or staff; no duty rosters. It's only a grouping of battalions for personnel management purposes so the Army can focus in on where a soldier will be throughout his career.

Let's say you're at Fort Carson, Colo. Your regiment has battalions in a certain part of Germany. You know that every time you are in a unit that deploys overseas, you'll be going back to that same general area. That is going to improve your knowledge of the area, your Emergency Defense Position, your tactical knowledge.

**Q:** So if I'm in a regiment for a few years, I could also run into the same people.


**A:** Right. As you grow in your career, you're going to see your peers. You're going to know them, their good and bad points, and who can get things done. This is one of the goals we have, that the regimental and COHORT systems together will help the Army

increase its readiness by increasing "cohesiveness."

**Q:** What about Army families?

**A:** The new manning system should make life easier for soldiers and their families. There should be greater stability in assignments and greater stability in units. As the regiments grow, soldiers and their families will develop a greater sense of belonging and the regiments will take better care of their own.

**Q:** So the new manning system is a way of keeping units and soldiers together longer.

**A:** Yes. We can deploy units; that's no problem. But we want to narrow the circle these soldiers will be moving in during their careers. These soldiers will go to the same locations, serve with the same people, work with the same type of equipment — again, this will increase combat effectiveness. You can have a COHORT unit without a regiment, and you can have a regiment without COHORT units. But when you have COHORT units deploying within the regimental system — that's our new manning system. 





# Diagnostic Test

**MARCH 1984**

1. RSMS forms will be maintained by the station commander; however, the station commander may delegate that responsibility to the individual recruiter.

a. True \_\_\_\_\_ b. False \_\_\_\_\_

2. The Recruiting Support Center mission includes:

- a. Touring exhibits to high schools and other locations throughout the United States.
- b. Designing and constructing exhibits for recruiting purposes.
- c. Providing technical, audio-visual, and graphic support.
- d. All of the above.

3. A high school program should be updated on a monthly basis and cover a \_\_\_\_\_ period.

4. How often should a station commander review his/her recruiters' planning guide \_\_\_\_\_?

5. When will an individual's name be entered on the Processing List (PL)?

- a. When a contact is made
- b. When an individual agrees to an appointment.
- c. When telephone contact is made.
- d. When an applicant agrees to process.

6. Recruiters will recontact those leads on the LRL which are coded "CE" during the month before or the month after graduation from high school.

a. True \_\_\_\_\_ b. False \_\_\_\_\_

7. List the eight steps of the sales cycle.

- a. \_\_\_\_\_ e. \_\_\_\_\_
- b. \_\_\_\_\_ f. \_\_\_\_\_
- c. \_\_\_\_\_ g. \_\_\_\_\_
- d. \_\_\_\_\_ h. \_\_\_\_\_

8. What regulation, other than AR 601-210, gives instructions for processing waivers?

- a. USAREC Reg 601-222
- b. USAREC Reg 601-56
- c. USAREC Reg 601-64
- d. USAREC Reg 600-22

9. What is considered to be the oldest and best closing technique?

- a. The single question close.
- b. The already enlisted close.
- c. The double question close.
- d. None of the above.

10. List the six steps of the sales interview.

- a. \_\_\_\_\_ d. \_\_\_\_\_
- b. \_\_\_\_\_ e. \_\_\_\_\_
- c. \_\_\_\_\_ f. \_\_\_\_\_

11. What is Division III of the Prospect Card File System?

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*Inquiries regarding Diagnostic Test questions and answers may be addressed to USAREC, Recruiting Operations-Training, or phone AUTOVON 459-2772, COMMERCIAL (312) 926-2772.*

12. What are the four components of the Recruiter Basic Management System (RBMS).

a. \_\_\_\_\_ c. \_\_\_\_\_  
b. \_\_\_\_\_ d. \_\_\_\_\_

13. Who is responsible for conducting all training, completing all required entries, and maintaining a handbook for each new recruiter serving in the new recruiter program?

- a. Company commander
- b. Station commander
- c. Company PDNCO
- d. Battalion SGM

14. Who reviews Division V (General Reservoir File) of the Prospect Card File quarterly?

- a. Recruiter
- b. Company commander
- c. Station commander
- d. Company 1SG

15. The concept of using skill clusters, relative to JOIN video at the recruiting station, was developed to:

- a. Help the recruiter talk about Army training without having to talk about a specific MOS.
- b. Replace Career Management Fields (CMF).
- c. Help shorten recruiter sales presentations.
- d. Allow guidance counselors to keep recruiters advised as to what MOSs are available on the request system.

16. JOIN was developed first and foremost as:

- a. An automated management tool.
- b. A sales tool.
- c. A means for USAREC to keep daily record of what each individual recruiter is accomplishing.
- d. As visual evidence of the advanced technology in the Army.

17. What are the three forms of interpersonal communication that recruiters use during a sales presentation?

a. \_\_\_\_\_ c. \_\_\_\_\_  
b. \_\_\_\_\_

18. The Automated Prospect Data Record (USAREC Form 799) can be used in lieu of the USAREC Form 200.

a. True \_\_\_\_\_ b. False \_\_\_\_\_

19. What Army opportunities do recruiters have the most difficulty discussing without causing a qualified-not-enlisted (QNE)?

- a. Options
- b. Accurately explaining the many different MOSs.
- c. Training
- d. None of the above

20. There are six steps in speech preparation when using the conversation method. Step #1 is:

- a. Analyze the audience and occasion.
- b. Gather the material.
- c. Determine the purpose of your speech.
- d. All of the above.



## Diagnostic Test

- 1. d - (USAREC Pam 350-4, Sec V).
- 2. b - (USAREC Pam 350-4, Page 123).
- 3. d - (USAREC Pam 350-4, Page 3, Para 5E (1) (2) (3)).
- 4. d - (USAREC Pam 350-4, Sec XII, Para 48).
- 5. a - (USAREC Pam 350-4, Page 3, Para 6A).
- 6. c - (USAREC Reg 601-56, Para 7A).
- 7. a - (USAREC Pam 601-8-1, Sec II, Para 4B-(1)).
- 8. d - (USAREC Reg 601-56, Appendix C, Para 2).
- 9. b - (USAREC Reg 601-56, Para 3F).
- 10. b - (AR 601-210, Chap 4, Para 4-7).

## February 1984 Answers

- 11. d - (USAREC Reg 350-7, Chap 2, Sec IX, Para 2-23).
- 12. b - (USAREC Reg 350-7, Chap 2, Sec X, Para 2-28).
- 13. c - (AR 601-210 Chap 5, Sec VIII, Para 5-22).
- 14. b - (AR 601-210, Chap 5, Sec XIX, Para 6-65 B(2)).
- 15. d - (USAREC Reg 600-22).
- 16. d - (USAREC Reg 350-7, para 4-32C).
- 17. b - (USAREC Reg 350-7, Chap 4, Para 4-25 (B)).
- 18. b - (USAREC Reg 350-7, Chap 3, Para 3-1 A (2)).
- 19. d - (AR 601-210, Chap 4, Para 4-1).
- 20. a - (USAREC Reg 600-22 Para 7 (C)).



# Rings and Things

Recent recipients of recruiter rings and gold badges appear below. Inquiries concerning these listings may be addressed to the USAREC Awards Branch, or phone AV 459-3871, commercial (312) 926-3036.

## RECRUITER RINGS

### BALT/WASH

SFC Eddie Taryer III

### DENVER

SFC Dennis J. Matthews

### LOUISVILLE

SSG Randy L. Bond

SFC Patricia A. Hurt

### PITTSBURGH

SFC Candace S. English

### PHOENIX

SFC Donald W. Lee

### RALEIGH

MSG Elton Y. Evans

SFC Gary D. Howerton

SGT Linda L. Reed

SFC Marshall D. Tatum

### SACRAMENTO

SFC Myra Y. Brittain

## GOLD BADGES

### ALBANY

GS7 John M. Ford

### ALBUQUERQUE

SGT George R. Barton

SSG Sheila G. Barton

### ATLANTA

SSG Glen W. Ketterlinus

SSG Joël E. Mitchell

### BALT/WASH

SFC Larry Gay

SSG Edward Proctor

SSG James D. Riley

### BECKLEY

SFC James A. Jones

SSG Marianne L. Younkin

### BOSTON

SFC Mark A. Wade

### CHARLOTTE

SSG Bobby R. Strickland

### CHICAGO

SFC Derrell E. Hayes

### CINCINNATI

SSG Gary D. Case

SSG Richard A. Hissett

SFC Arthur L. Jones

SGT Edgar D. Sanders

SFC Thomas V. White

### CLEVELAND

SSG Gary L. Baker

SSG Amos L. Richardson

SSG William M. Shows

### COLUMBUS

SFC Roger G. Porcher

### DALLAS

SSG Donald J. Thompson

### DENVER

SFC Bruce A. Ellin

SSG Curtis E. Stephens, Jr.

### HONOLULU

SSG Gary A. Hoffman

### HOUSTON

SSG Diane Martinez

### JACKSONVILLE

SFC William Brown, Jr.

GS7 James A. Frank

SSG Rodney E. Franks

SSG William P. Hanley

SSG Willie F. Hobbs

SSG Herbert Jones, Sr.

SSG Charles G. Yedinak

### LONG ISLAND

SFC Philip J. Cataldo

SSG Alfonso Tomlinson

SSG Donald L. Wilson

### LOUISVILLE

SFC Robert L. Tedder

### MIAMI

SGT WAYMOND ARNETT

SSG Charles A. Saunders

### MILWAUKEE

SSG Eric G. McGrath

### MINNEAPOLIS

SSG Timothy P. Hawke

SSG Adrienne L. Snyder

SSG Neil O. Stenzel

### MONTGOMERY

MSG Ronald J. Chambers

SFC Richard E. Goldsby

SSG Fredrick W. Johnson

SSG Donald O. Sawtell

SFC Richard T. Thurman

### NASHVILLE

SFC Connie W. Goad

### NEWBURGH

SSG Clarence D. Holmes

### NEW ORLEANS

GS7 Paul B. Dalier

### OKLAHOMA CITY

SSG Ronald G. Burson

SFC Barnee R. Franklin

### OMAHA

SSG Frank L. Recek, Jr.

### PEORIA

SSG Billy L. Graham

SFC Roger L. Leturno

SFC Harold R. Murphy

SFC Doyle D. Stokes

SSG Martin L. Zion

### PHILADELPHIA

SSG Stephen N. Bell

SSG Joseph E. Lease

### PHOENIX

SSG Douglas B. Kratz

### PITTSBURGH

SSG Joseph L. Colin, Jr.

SSG Allen C. Wines

### PORTLAND

SSG John S. Dehart

SFC William T. Harger

SFC Jancie G. Hartley

SSG Henry A. Jacovino

SC Robert C. Langley

SFC Thomas F. Neidlinger

### SACRAMENTO

SFC Peter J. Bilotta

### SAN FRANCISCO

SFC Volney Wilett

### SAN JUAN

SSG Julio E. Rosa-Torres

### SEATTLE

SSG Calvin W. Howell, Jr.

### ST LOUIS

SFC Melvin C. Wilson

### SYRACUSE

SSG David B. Burnette

SSG Jeffrey R. Palagi



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56  
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*Career  
Counselor*